

Senate File 2196 - Introduced

SENATE FILE 2196
BY COMMITTEE ON STATE
GOVERNMENT

(SUCCESSOR TO SF 355)
(SUCCESSOR TO SSB 1024)

A BILL FOR

1 An Act relating to fees charged to employees by employers for
2 copies of personnel files.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 91B.1, subsection 2, paragraph c, Code
2 2022, is amended to read as follows:

3 c. An employer shall provide an employee with one copy of
4 the employee's personnel file at no charge upon request. For
5 each subsequent copy requested by the employee, an employer may
6 charge a reasonable fee for each page of a copy made by the
7 employer for an employee of an item in the employee's personnel
8 file. An employer may provide the first or subsequent copies
9 electronically. For purposes of this paragraph, "*reasonable*
10 *fee*" means an amount equivalent to an amount charged per page
11 for copies made by a commercial copying business.

12 EXPLANATION

13 The inclusion of this explanation does not constitute agreement with
14 the explanation's substance by the members of the general assembly.

15 This bill requires employers to provide employees with
16 one copy of the employee's personnel file at no charge
17 upon request. Under current law, an employer may charge a
18 reasonable fee for each page of a copy made by the employer for
19 an employee of an item in the employee's personnel file. The
20 bill permits employers to charge such fees for any subsequent
21 copies requested. The bill permits employers to provide first
22 or subsequent copies electronically.